UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
Faculty, Staff and Student Affairs Committee
Wednesday, July 7, 2010
9:30 – 10:45 a.m.
600 McNamara Alumni Center, West Committee Room

Committee Members
Dean Johnson, Chair
Dallas Bohnsack, Vice Chair
Anthony Baraga
Linda Cohen
David Larson
Maureen Ramirez

Student Representatives
Chelsey Doepner
Abdul Omari

AGENDA

1. Board of Regents Policy: Disability Services - Action - K. Lockhart (pp. 2-4)
2. Board of Regents Policy: Employee Recruitment and Retention - Action - K. Lockhart (pp. 5-7)
4. Committee 2010-11 Workplan Discussion - D. Johnson/R. Jones (p. 9)
5. Consent Report - Review/Action - R. Jones (pp. 10-13)
6. Information Items - R. Jones (pp. 14-17)
Faculty, Staff, and Student Affairs Committee  

July 7, 2010

**Agenda Item:** Board of Regents Policy: Disability Services

☐ review  ☐ review/action  ☒ action  ☐ discussion

**Presenters:** Kris Lockhart, Associate Vice President for Equity and Diversity

**Purpose:**

☑ policy  ☐ background/context  ☐ oversight  ☐ strategic positioning

To act on proposed amendments to Board of Regents Policy: *Disability Services*.

**Outline of Key Points/Policy Issues:**

Modifications include clarification of guiding principles and policy implementation to ensure that the policy is more consistent with other University of Minnesota policies. The new policy is on page 3 and the existing policy is on page 4 of the docket materials.

**Background Information:**

Board of Regents Policy: *Disability Services* was adopted January 10, 1992 and amended March 8, 1996.

The proposed amendments were reviewed by the Board of Regents in June, 2010.

**President's Recommendation for Action:**

The President recommends that the board adopt the amendments to Board of Regents Policy: *Disability Services*. 
DISABILITY SERVICES

SECTION I. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University of Minnesota (University) to equitable access for students, faculty, staff, and guests with disabilities:

(a) The University values the richness and diversity that people with disabilities bring to the University community.

(b) The University believes access to educational, work, co-curricular, and other opportunities for people with disabilities enriches the academic and social environment for all members and guests of the University community.

(c) The University seeks to foster an inclusive community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or community engagement.

(d) The University strives to: (1) develop curricula and educational materials; (2) design buildings and other physical spaces; and (3) select products and services that can be used by students, faculty, staff, and guests with different backgrounds, learning styles, abilities, and disabilities consistent with the concepts of universal design.

SECTION II. IMPLEMENTATION.

The University shall:

(a) provide equitable access to and opportunity in its programs, facilities, employment, and educational programs to people with documented disabilities;

(b) provide reasonable accommodations to persons with documented disabilities in accordance with applicable state and federal law; and

(c) promote and practice adopting accessible media, technology, instructional methods, building design for new and renovated facilities, and procurement practices that are inclusive to students, faculty, staff, and guests with disabilities.
DISABILITY SERVICES

Subd. 1. Commitment to Service. The Board of Regents of the University of Minnesota is committed to provide for the needs of faculty, staff and enrolled or admitted students who have disabilities as prescribed under the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (ADA).

Subd. 2. Students with Disabilities. Each campus shall make services available for any student who, through a recent assessment, can document a disability. The administration is directed to provide appropriate services, and included among them shall be:

(1) support, counseling, and information;
(2) academic assistance services; and
(3) advocacy services.
Faculty, Staff, and Student Affairs Committee

Agenda Item:  Board of Regents Policy: Employee Recruitment and Retention

☐ review  ☐ review/action  ☒ action  ☐ discussion

Presenters:  Kris Lockhart, Associate Vice President for Equity and Diversity

Purpose:

☒ policy  ☐ background/context  ☐ oversight  ☐ strategic positioning

To act on proposed amendments to Board of Regents Policy: Employee Recruitment and Retention.

Outline of Key Points/Policy Issues:

Modification to policy includes updating the equal opportunity statement and clarifying that Section III Subd 2 is to mean University policies.

Background Information:

Board of Regents Policy: Employee Recruitment and Retention was adopted on December 8, 2006.

The proposed amendments were reviewed by the Board in June, 2010.

President’s Recommendation for Action:

The President recommends that the Board adopt the amendments to Board of Regents Policy: Employee Recruitment and Retention.
EMPLOYEE RECRUITMENT AND RETENTION

SECTION I. SCOPE.

This policy describes the commitment of the University of Minnesota (University) to attracting and retaining employees who are talented, innovative, and dedicated to excellence.

SECTION II. GUIDING PRINCIPLES.

The following principles shall guide the University's recruitment and retention of employees:

(a) The University commits to equal employment opportunity for all persons without regard to race, color, creed, religion, national origin, sex, gender, age, marital status, disability, public assistance status, veteran status, or sexual orientation, gender identity, or gender expression.

(b) The University seeks to recruit, hire, and retain a diverse workforce with employees whose knowledge, skills, abilities, and service orientation support the University's standards of excellence.

(c) The University strives to offer employees a compensation package that is competitive with peer institutions and other relevant labor markets.

(d) The University, in developing workplace policies, services, and programs, seeks to understand and take into account the factors that affect job satisfaction and productivity.

(e) The University fosters a positive workplace that is welcoming, inclusive, and respectful.

SECTION III. RECRUITMENT STRATEGIES.

Subd. 1. Identification of Talent. The University shall seek talented and diverse applicants through international, national, regional, local, University, or unit-wide marketing as appropriate to the position. The University shall follow a broad and flexible set of recruitment strategies as determined by (a) the nature of the position, (b) the unit in which the position resides, (c) the job market, and (d) any applicable policy directives.
Subd. 2. Compliance. The University's recruitment and hiring practices shall comply with state and federal employment law and be consistent with applicable University administrative policies, rules, and collective bargaining agreements.

SECTION IV. RETENTION OF EMPLOYEES.

The University shall demonstrate its commitment to fostering and retaining its talented workforce by:

(a) Providing role-appropriate employee introduction and job-specific training for all new employees;

(b) Providing effective preparation and support to incoming leaders;

(c) Offering competitive compensation and benefits packages;

(d) Providing the resources, physical infrastructure, and development, education, and training opportunities to help ensure success;

(e) Providing a learning environment where employees are encouraged to grow and develop professionally with opportunities for career mobility and advancement;

(f) Affording leaders and managers the ability to retain employees through compensation and other means;

(g) Providing policies within a supportive workplace that help employees effectively integrate and manage their work and personal life responsibilities;

(h) Providing development, training, and coaching opportunities for managers and supervisors to strengthen their human resources management skills;

(i) Encouraging communication between supervisors and their employees;

(j) Identifying, recognizing, and rewarding employees for their work contributing to and supporting the mission of the University;

(k) Assessing job satisfaction, turnover rates, and reasons employees decide to leave University employment; and

(l) Implementing strategies to improve job satisfaction and maintain appropriate turnover rates.
Faculty, Staff, and Student Affairs Committee

Agenda Item: 2010-11 Financial Aid Update

☐ review  ☐ review/action  ☐ action  ☒ discussion

Presenters: Senior Vice President/Provost Thomas Sullivan  
Vice Provost/Dean of Undergraduate Education Robert McMaster

Purpose:

☐ policy  ☒ background/context  ☐ oversight  ☒ strategic positioning

To report on the status of undergraduate student financial aid for 2010-11.

Outline of Key Points/Policy Issues:

This report focuses on undergraduate student financial aid, outlining the 2010-11 cost of attendance, typical undergraduate financial aid packages for 2010-11 at various income levels, how the University of Minnesota strategically packages various forms of aid to meet undergraduate student need, and the effects of recent changes in federal and state aid programs. Changes to the University of Minnesota Promise Scholarship program (previously “Founders”) for the 2011-12 academic year are described. To assist students and parents, the University of Minnesota has increased its resources and educational programming around financial literacy. A key message is that graduating in a timely manner is one of the best ways for students to manage the costs of their education.

Background Information:

February 13, 2009: How Students Pay for a College Education: Present and Future

June 11, 2009: Undergraduate Education: Quality, Tuition, and Financial Aid
Faculty, Staff, and Student Affairs Committee  
July 7, 2010

Agenda Item:  Committee 2010-11 Workplan Discussion

☐ review  ☐ review/action  ☐ action  ☒ discussion

Presenters:  Regent Dean Johnson  
Senior Vice President Robert Jones

Purpose:

☐ policy  ☒ background/context  ☐ oversight  ☐ strategic positioning

An opportunity to discuss future workplan topics for the Faculty, Staff, and Student Affairs Committee.

Outline of Key Points/Policy Issues:

Discuss and identify proposed agenda items for the coming year. The Faculty, Staff, and Student Affairs Committee advises the administration on broad quality of life matters affecting students, faculty, and staff, including health, safety, insurance, retirement and working conditions. This committee also reviews personnel-related issues and policies.

Background Information:

The Board of Regents has determined that standing committees of the Board shall establish a committee workplan for the coming year. Each year the committee engages in a preliminary conversation with the administration in preparation for development and adoption of a formal workplan for the year.
Faculty, Staff, and Student Affairs Committee  

July 7, 2010

**Agenda Item:** Consent Report

[ ] review  [x] review/action  [ ] action  [ ] discussion

**Presenters:** Senior Vice President Robert Jones

**Purpose:**

[ ] policy  [ ] background/context  [x] oversight  [ ] strategic positioning

As required by Board of Regents Policies: *Reservation and Delegation of Authority* and *Appointments to Organizations and Boards*, the administration seeks approval for the following:

- Conferral of tenure for faculty who have been hired at the University of Minnesota
- Appointment of Minnesota Landscape Arboretum Foundation Board of Trustees

**Outline of Key Points/Policy Issues:**

- Conferral of tenure
- Appointment of Minnesota Landscape Arboretum Foundation Board of Trustees

**Background Information:**

Board of Regents Policy: *Reservation and Delegation of Authority* calls for items, such as senior administrative appointments, bargaining unit contract approvals, tuition and fees policies, and appointments of certain trustees and board members, to be brought before the Faculty, Staff and Student Affairs Committee for action.

The attached document outlines faculty who have been hired by departments, and whose colleges have voted to grant tenure upon hire. All files were reviewed by the Provost’s office following departmental and collegiate review.

**President’s Recommendation for Action:**

The President recommends approval of the Consent Report.
## Tenured Faculty Hires

**Board of Regents**

**Faculty, Staff, and Student Affairs Committee**

**July 7, 2010**

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Faculty, Staff, and Student Affairs Committee Consent Report
July 7, 2010

Appointment of Minnesota Landscape Arboretum Foundation Board of Trustees

Pursuant to the Minnesota Landscape Arboretum Bylaws, one-quarter of the Foundation Board of Trustees will be designated as “Regents Trustees.” In compliance with Board of Regents Policy: Appointments to Organizations and Boards, the president seeks Board of Regents endorsement of the following individuals to serve as Regent Trustees, effective immediately:

For election:

Susan Bachman West (term expires June 30, 2013) is a fifth-generation member of the Bachman family, a founding family of the Arboretum. Ms. Bachman West is a Senior Buyer – Garden Hardgoods, and has worked at five of Bachman’s floral/gift/garden center locations, as well as Bachman’s growing range. She also served in management positions in three of Bachman’s retail complexes and in 2005, she opened and managed the Cedar Acres location while retaining her duties as Senior Buyer. Ms. Bachman West is an active member of the Minnesota Nursery and Landscape Association and has a MNLA Certification. Ms. Bachman West has a BA from Wartburg College and a MA from Purdue University. She is currently on the Bachman’s Board of Directors and is the Secretary for Christiania Lutheran Church Foundation Board. Ms. Bachman West and husband Lee live in Farmington.

John Bryant (term expires June 30, 2012) has been Director of the Potash product line with The Mosaic Company in Plymouth since 2006. Prior to the formation of Mosaic, Mr. Bryant had a 27-year career with Cargill, working throughout the U.S. and Europe in various grain and crop nutrition management and merchandising positions. Eight years in Tampa (98-’06) sparked an interest in saltwater habitats and Bryant served on the board of The Florida Aquarium and was co-founder of the (Cargill) Mosaic Coastal Education Center. Mr. Bryant is currently on The Blake School Alumni Board and has previously served on the YMCA Camp Warren Board. He received his B.A. in Economics from St. Lawrence University in Canton, NY. Mr. Bryant’s hobbies include many forms of self-propelled outdoor sports and activities. Mr. Bryant and his wife, Debra, have three children and live in Wayzata.

Nancy McCabe (term expires June 30, 2013) graduated from a two-year college and the Eleanor F. Roberts Institute of Electrolysis in Boston. Nancy was self-employed in a business at the Miracle Mile Shopping Center, in St. Louis Park for 25 years. She is a member of her personal family foundation, which has a history of giving to science education, horticulture, and the environment. Nancy is a current member and supporter of the Arboretum and the 50/100-anniversary book, Northern Treasure. Nancy is a past board member of the American Electrology Association, past president of the Minnesota Allied Health Electrology Association, and past board member of the Miracle Mile Merchants Association. Nancy is also involved on the steering committee of Minnesotan’s Military Appreciation Fund, is an active member of the Women’s Fellowship at Wayzata Community Church, and provided assistance to military families through the Minnesota Timberwolves Fastbreak Foundation. Nancy’s interests include gardening, walking, biking, cross-country skiing, boating, and birds. Nancy resides in Orono with her husband Roger.

John Pohlad (term expires June 30, 2011) is a Managing Director and the Chief Executive Officer of Marquette Asset Management. He currently serves on the Board of Regents of St. John’s University, the Board of Trustees of Twin Cities Public Television, and the Board of Trustees of the Jay Phillips Center for Jewish-Christian Learning. Mr. Pohlad has a B.A. in Business Administration and Spanish,
and a Masters of International Management. He and his family have been Arboretum members since 2005.

**Julie Potts Close** (term expires June 30, 2012) practiced law at Faegre & Benson in Minneapolis, where she represented several different non-profit environmental organizations in pursuit of their efforts to preserve natural resources and endangered species. Ms. Potts Close also has instructed first year law students in legal research, writing, analysis and oral advocacy at the University of Michigan Law School and the University of St. Thomas School of Law. Ms. Potts Close received her undergraduate degree from Northwestern University, and her Law Degree from the University of Michigan Law School. She is currently serving as 2010 Arboretum Toast and Taste in the Garden co-chair. She previously served on the 2008 Arboretum 50/100 Anniversary Family Day Committee and coordinated the logistics for that event. Ms. Potts Close is also currently involved in fundraising events at the Wayzata Community Church Nursery School, and is a longtime resident of western suburbs. She loves to spend time outdoors with her family and friends and especially enjoys boating on the lake. She is an avid runner, traveler and reader. Ms. Potts Close resides in Orono with her husband Brad and their two children.

**For re-election:**

**Patrick Bailey** (term expires June 30, 2013) is Vice President of Sales and Marketing for Bailey Nurseries, Inc. A graduate of St. John’s University in Collegeville, Minnesota, Mr. Bailey is a member of the American Nursery and Landscape Association, the Minnesota Nursery and Landscape Association, and is a board member of the Gordon and Margaret Bailey Foundation. In addition to gardening, his interests include music, mountain biking, photography, and brewing beer. Mr. Bailey and his wife Laura Bailey live in Maplewood.

**For confirmation of a previous appointment:**

**Emily Hoover** (ongoing term) is the Department Head of Horticultural Science and a professor at the University of Minnesota. Emily teaches undergraduate and graduate courses in plant propagation, fruit production, and teaching techniques. Her research has focused primarily on evaluation of winter hardiness and winter protection/adaptation to enhance profitability, efficiency, and sustainability of fruit cropping systems.

**Gary Alkire** (term expires June 30, 2011) is the son of Honorary Trustee Darrel Alkire. He has held senior management positions at Apache Corporation, Country Club Markets, and Country Club Petroleum. He is currently self-employed as a financial planning and investment advisor. Gary and his wife Patricia live in Eden Prairie.

**David L. Cole** (term expires June 30, 2012) is a University Of Minnesota alumnus and is Executive Vice President of CAN Group. In addition to being a member of the Lafayette Club, his interests include consulting, boating and motorcycling. David lives in Excelsior with his wife Carol.

With Board of Regents endorsement of these individuals as Regents Trustees, there will be 9 Regents Trustees of the 34 Trustees on the MN Landscape Arboretum Foundation Board of Trustees.

*submitted by:*

Robert H. Bruininks  
President  
July 7, 2010
Faculty, Staff, and Student Affairs Committee  July 7, 2010

Agenda Item:  Information Items

☐ review  ☐ review/action  ☐ action  ☒ discussion

Presenters:  Senior Vice President Robert Jones

Purpose:

☐ policy  ☐ background/context  ☒ oversight  ☐ strategic positioning

To inform committee members of noteworthy items, administrative actions, and local, regional, and national policy-related issues affecting University units and departments.

Outline of Key Points/Policy Issues:

• Personnel highlights
• University highlights
• Faculty and staff activities and awards
• Student activities and awards

Background Information:

This report appears as a regular item on the Faculty, Staff, and Student Affairs Committee agenda.
UNIVERSITY OF MINNESOTA
BOARD OF REGENTS

July 7, 2010

Faculty, Staff, and Student Affairs Committee
Information Report

This report does not capture and record a complete listing of the significant awards and activities of the University community, but instead makes note of unit reported items in these areas. It also highlights reports and activities at the local, regional, and national level in the area of faculty, staff, and student affairs.

Personnel
None this month

University Highlights
The U Card Office won a third place award for Interactive Marketing from the National Association of Campus Card Users.

The University of Minnesota Medical School is 34th among 141 medical schools in a “social mission” ranking published in the Annals of Internal Medicine. The ranking measures a school’s commitment to “train physicians to care for the population as a whole, taking into account such issues as primary care, underserved areas, and workforce.”

U.S. News and World Report includes University of Minnesota Amplatz Children’s Hospital among the top 30 children’s hospitals in the country, with a ranking of 9th in kidney care and 24th in cancer treatment.

Faculty and Staff Activities and Awards
Neil Anderson, horticulture science, received the Bronze Award from the Minnesota State Horticultural Society in recognition of his long-term contributions to northern horticulture.

Subhash Basak, natural resources research institute, was named one of the 50 most prolific authors by the Journal of Chemical Information and Computer Sciences.

John Bilotta, Extension natural resources, and Cindy Hagley and Jesse Schomberg, both from MN Sea Grant, were part of a team that won a bronze award in graphic design from the Summit Creative Award program for the Northland NEMO Watershed Game. The program celebrates the creative accomplishments of small and medium sized advertising agencies and other creative companies throughout the world.
Bob Blanchette, Ben Held, and Joel Jurgens, all from plant pathology, were honored by the American Institute for Conservation of Historic and Artistic works for “contributions to help preserve the King Midas tomb, the USS Monitor, historic expedition huts in Antarctica, Fort Conger and the Peary huts in the High Arctic, Anasazi great houses in Arizona and New Mexico and other cultural heritage sites throughout the world.”

Mike Cable and Sam Firoozi, natural resources research institute, won first place in the Advanced Finishing category at the 3D Systems User Group annual conference with their model of a 1776 English dueling pistol. The user group is a professional network of manufacturing engineers, industrial designers, product development specialists, and rapid prototyping technicians.

Bobbi Daniels, CEO of University of Minnesota Physicians, was named an industry leader by the *Minneapolis/St. Paul Business Journal*. The Journal notes that she is the first woman in the role and also that she “aims to transform the organization, allowing it to be more nimble and flexible.”

Matt De Kam and Vance Morey, both from biosystems and bioproducts engineering, and Doug Tiffany, applied economics, received the 2010 Superior Paper Award from the American Society of Agricultural and Biological Engineers.

Susan Henly, nursing, was named as a fellow in the Japan Academy of Nursing Science. She also accepted an extension in her term as the associate editor of Nursing Research.

Lucinda Johnson, natural resources research institute, was appointed president of the North American Benthological Society, an international scientific organization that promotes better understanding of the biotic communities of lake and stream bottoms and their role in aquatic ecosystems.

University of Minnesota Senior Vice President for System Academic Administration Robert Jones is one of the 2010 recipients of the Michael P. Malone International Leadership Award, sponsored by the Association of Public and Land-grant Universities. The award, established in 2000, honors those who further international education in public higher education.

Linda Lindeke, nursing, received the State Award for Nurse Practitioner Excellence from the American Academy of Nurse Practitioners (AANP) in recognition of her scholarship, advocacy, and mentoring of nurse practitioners. The AANP is the oldest, largest, and only full-service national professional organization for nurse practitioners of all specialties, with nearly 28,000 individual members.

Brian Meade and Jeff Wisall, restorative sciences, won first place for their poster in table clinic competition at the annual meeting of the American Association of Endodontists.

Christine Mueller, nursing, was named to a three year term on the board of directors of Pioneer Network, a group advocating change in the culture of aging and long term care.
Fionnuala Ní Aoláin, law school, has been invited to serve on the U.N. Roster of Experts for the Crisis Communications Unit. The United Nations maintains rosters of experts in many disciplines, composed of leading analysts and scholars, who field inquiries from journalists when major events take place.

Dan Svedarsky, northwest research and outreach center, has been named a fellow of The Wildlife Society in recognition of his service to the wildlife profession.

The Vrije Universiteit (Free University) Amsterdam has selected Michael Tonry, law school, to receive a doctorate honoris causa. VU University was founded in 1880 and given its name to signify its freedom from church and government. It has awarded honorary doctorates since 1930 to recognize individuals for outstanding contributions in the fields of science, politics, and culture. According to Law School Dean David Wippman, “This is a great honor that has only rarely been awarded to American nationals.”

Robert Vince, center for drug design, has been inducted into the Minnesota Inventors Hall of Fame. Vince’s work was instrumental in the development of a chemical called abacavir sulfate, later marketed as Ziagen, the leading anti-HIV drug worldwide for the treatment of AIDS.

**Student Activities and Awards**

Jenny Breen, masters student in public health nutrition, was one of three finalists in the “Cooking up Change” national contest. Contestants were challenged to design a healthy school lunch using only ingredients commonly available for food service. Breen worked with the food service director at St. Paul public schools, a team of high school students, and the director of the Community Design Center to develop and test nutritious recipes.

Hyeun Bum Kim, a Ph.D. candidate in the veterinary medicine graduate program, received an award of merit for his poster at the annual meeting of the American Society for Microbiology. The meeting brings together thousands of scientists and more than 3,000 poster presentations.

A team of students from the University of Minnesota and the Indian Institute of Technology, Roorkee, won the Acara Challenge 2010, a competition that focuses on addressing clean water and clean energy for underserved populations in India. The team, operating under the business name BioServ, developed an affordable, weekly maintenance program for previously-installed biogas units in the community. The four University of Minnesota students on the team are Judd Eder, a full-time MBA student in the Carlson School; Katheryn Hope, a 2010 graduate with a bachelor's degree in civil engineering; Anthony Jakubiak, a senior majoring in civil engineering; and Charles O'Neil, a 2010 graduate with a bachelor's degree in mechanical engineering. Twenty-five teams with over 200 students from India and the United States competed in this year’s challenge.